

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period June 1, 2017 – May 31, 2018.

1) Employment Unit: Blackhawk Broadcasting LLC

2) Unit Members (Stations and Communities of License): KSWT—Yuma, AZ
KYMA-DT—Yuma, AZ

3) EEO Contact Information for Employment Unit:

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|--|--|
| Mailing Address: KSWT / KYMA-DT 1965 S. 4th Avenue Yuma, AZ 85364 | Telephone Number: (928) 539-9990 |
| | Contact Person/Title: Pam Knight/HR Coordinator |
| | E-mail Address: pknight@kecytv.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| Job Title | Recruitment Source Referring Hiree |
|---|---|
| A. Local Account Executive (Yuma-Location) Date Filled: 8/28/17 Total Interviewed: 5 | TV Announcement |
| B. Local Account Executive (Yuma-Location) Date Filled: 9/29/17 Total Interviewed: 5 | Internal Posting |
| C. Local Sales Manager (Yuma-Location) Date Filled: 3/28/18 Total Interviewed: | TV Newscheck |

5) a. Job Title: Local Account Executive (Yuma) **Referral Source(s) of Hiree: TV Announcement**

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|-------------------|--------------------------------------|---------------------|----------------------------------|---|
| Internal Posting | | 1965 S. 4th Avenue Yuma, AZ 85364 | 928-539-9990 | 1 | No |
| KSWT and KYMA-DT Website | | Kyma.com (covers both stations) | 928-539-9990 | 0 | No |
| Television Announcement | | 1965 S. 4th Avenue Yuma, AZ 85364 | 928-539-9990 | 2 | No |
| Craigslist.com | | Craigslist.com | | 0 | No |
| Indeed.com | | Indeed.com | | 2 | No |
| Word of Mouth/Referral | | | | 0 | No |

Stations KSWT and KYMA are Equal Opportunity Employers.

5) b. Job Title: Local Account Executive (Yuma) Referral Source(s) of Hiree: Internal Posting

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|---------------------------|--------------------------------------|-----------------------------|---|---|
| Internal Posting | | 1965 S. 4th Avenue Yuma, AZ 85364 | 928-539-9990 | 1 | No |
| KSWT and KYMA-DT Website | | Kyma.com (covers both stations) | 928-539-9990 | 0 | No |
| Television Announcement | | 1965 S. 4th Avenue Yuma, AZ 85364 | 928-539-9990 | 2 | No |
| Craigslist.com | | Craigslist.com | | 0 | No |
| Indeed.com | | Indeed.com | | 2 | No |
| Word of Mouth/Referral | | | | 0 | No |

5) C. Job Title: Local Sales Manager (Yuma) Referral Source(s) of Hiree: TV Newscheck

| Name of Organization Notified of Job Vacancy | Contact Person | Address | Telephone Number | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|---------------------------|--------------------------------------|-----------------------------|---|---|
| Internal Posting | | 1965 S. 4th Avenue Yuma, AZ 85364 | 928-539-9990 | 1 | No |
| KSWT and KYMA-DT Website | | Kyma.com (covers both stations) | 928-539-9990 | 0 | No |
| TV Newscheck | | | | 4 | No |
| Employee Referral | | | | 1 | No |
| | | | | | |
| | | | | | |

6) Total # of Interviewees Referred: For the period from June 1, 2017, to May 31, 2018, this Employment Unit interviewed five (11) interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives.

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(a) Initiative: Attendance at Job Fairs

1. Arizona Western College Career Expo Job Fair, February 15, 2018

The Employment Unit's HR Coordinator attended the Arizona Western College Career Expo Job Fair on February 18, 2015, from 8 a.m.-1 p.m. in which several hundred students were in attendance. He represented broadcasting careers to about one hundred of these students by handing out to them station information, job descriptions, and employment applications. He also shared with these students what to study in college for the different positions in broadcasting.

(b) Initiative: Recruitment Announcements

The Employment Unit produces on-air announcements not only for specific job openings but also a general on-air commercial directing the community to the station's website if they are interested in working for this Employment Unit. The announcements run year round, typically when there is an opening on the log throughout various programming. It is an ongoing outreach to women and minorities within the community.

(c) Initiative: Providing Broadcasting Tours to Local Schools and Job-Training Programs

During the course of the year, this Employment Unit provides a thumbnail sketch of what television sales people do with several (upwards of 20 a year) tours of its station. The audience of these tours includes local high school, middle school, and grammar school students, organizations that assist persons with disabilities into the workforce, and other local employment-assisting organizations that help people, who have been hampered in some way, get back into the workforce, especially women and minorities.

(d) Initiative: Updated/Expanded Job Opening EEO Outreach List

The Employment Unit's EEO Coordinator and Sales Manager updated and expanded the contacts for the EEO outreach list, including researching and adding other local organizations from the Yuma, AZ, and the El Centro, CA, regions that would benefit in knowing about full-time job openings, as well as fit the "reaching women and minorities" requirement.